

Vice President People(s) & Culture

This executive mandate calls for a champion of best practices in human resources who has the expertise and commitment to drive change and welcomes the opportunity to support the mission and success of an organization whose vision is “Transforming post-secondary education through global, polytechnic leadership.”

About Humber College

Humber College is one of Canada's leading post-secondary institutions, and one of the largest, with more than 30,000 full-time students across three campuses. With an emphasis on hands-on, career-focused education, Humber offers a broad range of credentials, including bachelor's degrees, diplomas, apprenticeship training, certificates, and Ontario graduate certificates. Humber is committed to student success through excellence in teaching and learning, and provides both full-time and continuous professional learning offerings, with programs blending theory and hands-on learning to give students the opportunity to gain practical experience in small classes and learn from expert faculty who have extensive industry experience. The College's polytechnic approach includes partnerships with industry, community agencies, and other educational institutions, providing students with opportunities to connect with industry and gain real-world work experience. A leader in sustainability, Humber is committed to a net zero future and is a signatory to the CIGCan net zero protocol.

About the Role

As Humber's new **Vice President, People(s) & Culture** you will be an integral member of the President's Senior Management Team and, as such, act as a strategic advisor to the President and members of the senior leadership team, providing expert advice on Human Resources issues while reinforcing Humber's values. A student-first approach will be a key driver of your decisions. You will enhance positive employer-employee relationships and promote high employee engagement. This is a professionally and personally rewarding opportunity that will see you building positive, respectful relationships and acting as a champion for Indigenity, Equity, Diversity, Inclusion, Anti-racism strategies, and ensuring these principles are embedded in all talent acquisition processes and guide you as the organizational leader in change management and labour relations matters.

Reporting to the President, you will provide vision, leadership and overall strategic direction for human resources, people planning and culture to support the strategic direction of the College and to facilitate operational success. This includes accountability for the design, implementation and integration of human resources services, organizational practices, and business processes, ensuring that both high-quality and cost-effective services are in place and optimized to support the strategic plan.

Among other priorities will be the development and implementation of a human resources strategic plan that drives organizational excellence and promotes best practices that, in turn, support the strategic direction of the College and drive accountability throughout all levels of the organization. As VP People(s) & Culture, you will also work closely with the Executive team to champion the “Future of Work” initiative, ensuring a successful hybrid approach to work at Humber that recognizes institutional diversity of function, supports employee needs, and ensures student success. You will translate business strategy into People strategy.

Leveraging your experience with Human Resources Management Systems (HRMS) implementation, you are equipped to continue the successful development, enhancement, and integration of the Oracle HRMS, a full suite of cloud-based human resources modules, and actively promote education on how to best leverage system operational functionality and communication of how the system can improve data analytics to enhance organizational decision-making.

About the Candidate

To be considered for the role of **Vice President, People(s) & Culture** you must have relevant experience in human resources management, fostering and implementing Indigenous, diversity, equity, anti-racism, and inclusion initiative development and execution, with a proven track record of innovation and impact

on an institution-wide scale, and Senior management experience, or a combination of education and relevant lived experience. Preferably, this will be backed by a master's degree or a CHRL or CHRE designation.

You will bring the strategic leadership and acumen needed to create and deliver a Human Resources & Organizational Effectiveness (HROE) strategy to guide achievement of the College's Strategic Plan and achieve buy-in and support of a diverse, cross-sectional employee complement, including administrators, faculty, and support staff. A values-driven leader, you are comfortable being accountable for creating a positive, inclusive culture, working within a highly diverse context, and modelling and demonstrating racially responsive and inclusive leadership in employee engagement, decision-making, and team building. An excellent communicator, you will engage in community-wide relationship building.

Knowledge of academic culture, and experience in advancing, EDI (and EDI initiatives) Truth and Reconciliation/Decolonization and antiracism, and dismantling systematic racism are vital in this role, together with a good understanding of Canada's Human Resources industry and trends, as well as experience working in a unionized environment, and in defining, promoting, and championing the Human Resources value proposition at various levels in an organization.

Given the scope of this mandate, you will be adept at managing large budgets and major change management projects, creating a culture of financial accountability, stewardship, and utmost integrity, and balancing multiple priorities in a fast-paced, rapidly changing, and complex work environment. You are also recognized for your ability to effectively partner and influence at all organizational levels, with proven experience in building and empowering inter/intra-relationships in achieving outcome-based solutions.

Equally important, you have the interpersonal and analytical ability to act as a spokesperson and promote your portfolio as it relates to planning and College outcomes, analyze complex situations, research, and review best practices, and drive practical, innovative solutions, as well as respond to, de-escalate, and mediate highly complex and sensitive employee and student matters.

To apply to this pivotal senior HR position in post-secondary education, submit your application to **Phelps** at careers@phelpsgroup.ca, **specifying the job title in the subject line of your-mail**. Application deadline: **August 31st, 2022.**

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the "Place of the Alders" in Michi Saagiig language, the region is uniquely situated along Humber River watershed, which historically provided an integral connection for Anishinaabe, Haudenosaunee, and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe/Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.

PHELPS GROUP

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Indigeneity, Equity, Diversity, Inclusion, Anti-racism:

Humber College is committed to a workforce that reflects the diversity of our students and our city. We actively seek Indigenous Peoples and individuals from equity-deserving groups with demonstrated skills and knowledge to deal with all aspects of equity, diversity, and inclusion in a post-secondary environment.

Accommodation:

Humber College is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Our HR Generalists will work with applicants requesting accommodations at any stage of the hiring process. This document is available in alternate formats upon request.

Anti-Discrimination Statement:

At Humber College, all forms of discrimination and harassment are prohibited. Students and employees

have the right to study, live and work in an environment that is free from discrimination and harassment. If you need assistance on concerns related to discrimination and harassment, please contact the Centre for Human Rights, Equity and Inclusion <http://hrs.humber.ca/human-rights-equity-diversity.html> or the Office of Student Conduct at studentconduct@humber.ca.